

Missouri State of the Workforce Report A Suite of Products

Working with Corporation for a Skilled Workforce, our consultants, as of mid-October, we are viewing the Missouri State of the Workforce Report as a suite of products that will include:

- *Executive Summary* – A powerful 4-6 page stand-alone that can also be included up-front in the narrative report. The executive summary will focus on the recommendations of the Missouri Training and Employment Council and Missouri Workforce Policy Academy Team, with supporting data and actions as appropriate.
- *Missouri State of the Workforce Report* – A revision to the current draft report that will reflect the Missouri Training and Employment Council/Workforce Policy Academy ten overarching recommendations and incorporate the recommendations of the Corporation for a Skilled Workforce. The powerful information provided by the comparative workforce system micro-indicators (e.g.: educational attainment, literacy rates, industrial diversity, unemployment, etc.) will be utilized to illustrate the need for action.
- *Comparative Workforce Indicators®* – The Corporation for a Skilled Workforce developed Comparative Workforce Indicators as a concise, consistent, and understandable framework from which to evaluate the current status of the workforce investment system and make comparisons among distinct geographic areas. The Indicators seek to answer the question, “in what areas does Missouri have a comparative workforce advantage?” The Indicators consist of ten “macro” indicators supported by over forty micro-measures. In the case of the Indicators, the word comparative is absolutely critical. Missouri’s “scores” are compared with those of Illinois, Iowa, Kansas, and the U.S.
- *Performance Scorecard* – The workforce investment system must be accountable to the public. The system’s accountability scorecard includes both “leading” and “lagging” performance indicators. Influencing leading indicators can help steer the workforce investment system. The lagging indicators represent the effectiveness of past performance. The scorecard concept focuses on the performance standards and targets that constitute success.
- *Education Appendix* – The Missouri State of the Workforce Report concludes that education/training can provide Missouri a competitive edge in the 21st Century

economy or be the State's weakness. The Education Appendix is an abundant resource of information regarding Missouri's educational system.

Missouri State of the Workforce Report – Proposed Outline

It is proposed that the report will follow the ten recommendations of the Missouri Training and Employment Council and Missouri Workforce Policy Academy Team, with issues identified by the Corporation for a Skilled Workforce integrated within each category as follows:

- 1. Missourians must recognize, embrace, and initiate change and innovation.**
 - a. Cluster-based strategy and recommendations on bringing workforce issues to clusters.
- 2. Percentage of citizens who are highly literate (reading, comprehension and math skills at the 11th grade level or above) must increase significantly**
 - a. Increase literacy
 - b. Identify existing literacy initiatives and better understand them for the purpose of supporting, endorsing, or actively partnering (consider for other efforts as well, concept of "active partnering" rather than trying to do everything in the world alone)
- 3. High school graduation requirements must be more rigorous including four years of English and three years each of social studies, mathematics and science.**
 - a. Professional development to enhance teacher preparedness.
 - b. Support DESE's High Schools That Work standards for all high school.
 - c. Increase high school and postsecondary graduation rates.
 - d. Develop a 21st century workforce curriculum for Missouri
 - e. Teach customer service concepts in the schools
- 4. High School graduation requirements must include a nationally recognized work-readiness certification.**
 - a. Linking standards/curriculum/certification
 - b. Increase the results of MAP leading to increased worker readiness
 - c. Importance of assessments National Occupational Competency Testing Institute (NOCTI), DESE Competency Profiles and WorkKeys.
- 5. All adults must be engaged in continuous learning (skills development).**
 - a. Target limited training funds that are upgrading technology and skills, or to firms that are training workers in transferable skills

- b. Connecting to under-served populations such as ex-offenders, at-risk youth, young black males, etc.
 - c. Adopt a “skill enhancement” program for low-income workers.
- 6. **Career education and the community/technical college system must be expanded and curricula targeted to the just-in-time skill standards, certifications, or licensing requirements of business and industry.**
 - 1. Expand A+ Program and consider leveraging Advantage Missouri program
 - 2. Career Clusters
 - 3. Career development continuum
 - 4. Employability Portfolio/Transcripts Count
- 7. **Uniform articulation and dual credit mechanisms must be established between and among secondary schools, community college, and university levels to provide degree credit for skill-based education and training.**
- 8. **A comprehensive public awareness campaign must be deployed to raise Missourian’s aspirations and expectations for education and training, and their relation to their personal economic prosperity and growth.**
 - a. Aspects of a community campaign
 - b. “If Missouri is to be competitive” campaign partners/support including:
 - What educators must do
 - What businesses and business associations must do
 - What workers must do
 - What the General Assembly must do
 - What parents must do
 - What local boards must do
- 9) **State agencies must work with Local Workforce Investment Boards to conduct regional supply/demand gap analyses to identify the needs of business and industry and identify targeted industries/occupations for each region of the state.**
 - State of Washington and Chicago Regional approaches
 - Need for a Balanced Scorecard (rolled out as separate product)
 - Need for State Workforce Indicators (rolled out as separate product)
 - Need for Local Workforce Indicators
 - Benchmarking of best practices for boards, youth councils, and one-stops

10) In collaboration with other organizations, Local Workforce Investment Boards must develop regional State of the Workforce Reports based, in part, on data from the supply/demand gap analyses. These reports must guide policy and operational decision-making, as well as resource allocation.

- Use of local MERIC analysis as available
- Description of what is coming
- Benefits of local SOW reports including use of indicators

11) Missouri's workforce development system should strive to increase the labor force participation of those persons traditionally underserved by Missouri's labor market; especially (or specifically) persons of low-income; ex-offenders, at-risk youth, young black males, and persons with disabilities. An interagency and inter-program effort must be made to move toward a continuum or linked stages of program participation in skills-based training providing such services as:

- transportation;
- emergency cash assistance;
- job shadowing; mentoring;
- health care;
- employment retention services;
- life skills in vocational and job training, higher education; and
- GED certification; as well as work readiness certification.
- child care;
- job coaching;
- housing; food;
- substance abuse education;

As proposed by the Missouri Community Action Network in Planning for Service Integration to Support Working Poor Families, this continuum of services could be achieved by collaboration, integration and reallocation of funding as necessary.